

# **California State Personnel Board**

## **ANNUAL CENSUS of STATE EMPLOYEES**

**and**

## **AFFIRMATIVE ACTION REPORT**

**for the Governor and Legislature  
1998 - 99 Fiscal Year**

**NOVEMBER 1999**

**State Personnel Board  
801 Capitol Mall  
Sacramento, CA 95814**

**ANNUAL CENSUS**  
**of**  
**STATE EMPLOYEES**  
**and**  
**AFFIRMATIVE ACTION REPORT**

**STATE PERSONNEL BOARD**

**Florence S. Bos, President**  
**Ronald Alvarado, Vice President**  
**Richard Carpenter, Member**  
**William Elkins, Member**  
**Sean Harrigan, Member**

**NOVEMBER 1999**

## **PURPOSE OF REPORT**

The State Personnel Board (Board) has prepared this report in compliance with California Government Code Sections 19237, 19405, 19705, 19792.5 (b), and 19793 to inform the Governor and the Legislature about the state work force and affirmative action progress by each state agency and department.

The following tables provide data on overall statewide representation for all civil service employees, statewide composition among the major occupational categories used in the state civil service, appointment and promotional rates over the past fiscal year, information regarding the salary distribution of employees by gender and ethnic group, as well as 1997-98 employment goals set by each state agency and department with 50 or more employees.

Additional copies of this report are available from the State Personnel Board, Administrative Services Division, Information Systems, MS 33, P. O. Box 944201, Sacramento, California 94244-2010, (916) 653-1254, CALNET 453-1254 or TDD (916) 653-1498. The report may also be viewed on the internet at: <http://www.spb.ca.gov>.

## **OVERALL REPRESENTATION**

The following provides data on statewide representation for all employees in the state civil service. Changes in representation from June 30, 1998 to June 30, 1999 are displayed for all groups in the following table:

### **STATEWIDE REPRESENTATION FOR ALL CIVIL SERVICE EMPLOYEES 1998 - 1999**

<b><u>Employee Group</u></b>	<b><u>6/30/98</u></b>	<b><u>6/30/99</u></b>
WHITE	56.7	55.9
AFRICAN AMERICAN	11.6	11.4
HISPANIC	18.2	18.3
ASIAN	6.3	6.7
AMERICAN INDIAN	0.3	0.3
FILIPINO	4.3	4.5
PACIFIC ISLANDER	0.4	0.4
OTHER MINORITIES	2.3	2.4
WOMEN	47.6	47.3
WOMEN IN NON-CLERICAL OCCUPATIONS	30.2	30.5
DISABLED	7.7	7.6

**STATEWIDE ETHNIC, GENDER, AND DISABILITY COMPOSITION  
OF ALL CIVIL SERVICE EMPLOYEES  
BY OCCUPATIONAL GROUP  
AS OF JUNE 30,1999**

<b>Occupational Group</b>	<b>Total No.</b>	<b>White %</b>	<b>Af Amer/ Black %</b>	<b>Hispanic %</b>	<b>Asian %</b>	<b>Filipino %</b>	<b>American Indian %</b>	<b>Pacific Islander %</b>	<b>Other %</b>	<b>Female %</b>	<b>Disabled %</b>
<b>Agriculture &amp; Conservation</b>	13,052	73.0	2.9	14.9	3.3	1.1	0.5	0.3	4.0	26.3	4.9
<b>Office &amp; Allied Services</b>	39,431	46.5	15.9	22.6	5.7	6.5	0.3	0.5	2.0	85.2	10.1
<b>Custodial &amp; Domestic Services</b>	4,579	35.5	23.3	23.0	3.9	11.4	0.2	0.4	2.1	41.1	9.3
<b>Education &amp; Library</b>	3,200	71.7	10.3	11.5	2.9	0.8	0.4	0.2	2.3	38.4	9.1
<b>Engineering &amp; Allied Services</b>	13,596	55	4.2	10.3	21.4	4.6	0.2	0.3	4.1	17.6	7.5
<b>Fiscal, Management &amp; Staff Services</b>	35,882	59.1	8.9	14	11.3	3.9	0.3	0.4	2.1	59.5	9.0
<b>Legal</b>	2,996	78.1	5.1	7.7	6.3	1.1	0.1	0.2	1.4	41.7	6.3
<b>Mechanical &amp; Construction Trades</b>	14,565	64.9	7.3	19.9	2.2	2.2	0.5	0.4	2.5	12.2	8.8
<b>Medicine &amp; Allied Services</b>	14,861	51.7	11.8	12.4	7.7	14	0.2	0.3	1.9	62	7
<b>State Emergency Disaster Program</b>	226	79.6	5.8	8.0	2.7	0.9	0.0	0.9	2.2	25.2	7.1
<b>Regulatory &amp; Public Safety</b>	12,887	68.4	7.0	17.1	3.5	1.9	0.2	0.4	1.2	23.6	6.5
<b>Social Security &amp; Rehabilitation</b>	43,243	50.3	16.1	24.7	3.1	2.6	0.3	0.4	2.4	34.4	5.1
<b>Broad Band Classifications</b>	743	62.9	10.8	11.0	10.6	1.7	0.5	0.3	2.2	40.6	6.9
<b>C.E.A. Classifications</b>	1,364	77.3	6.1	8.3	5.9	0.4	0.4	0.2	1.4	31.7	7.6
<b>Total</b>	<b>200,625</b>	<b>55.9</b>	<b>11.4</b>	<b>18.3</b>	<b>6.7</b>	<b>4.5</b>	<b>0.3</b>	<b>0.4</b>	<b>2.4</b>	<b>47.3</b>	<b>7.6</b>

## **APPOINTMENT AND PROMOTIONAL RATES**

The following table shows statewide intake and promotional rates for the period of July 1, 1998 to June 30, 1999.

### **APPOINTMENT AND PROMOTIONAL RATES FOR ALL CIVIL SERVICE EMPLOYEES FOR THE PERIOD JULY 1, 1998 THRU JUNE 30, 1999**

	NEW HIRES, REHIRES & TRANSFERS <sup>1/</sup>		NEW HIRES & REHIRES <sup>2/</sup>		PROMOTIONS	
	EMPLOYEES	%	EMPLOYEES	%	EMPLOYEES	%
WHITE	15,776	52.2	13,281	52.3	6,824	58.4
AFRICAN AMERICAN	3,409	11.3	2,788	11.0	1,256	10.8
HISPANIC	5,490	18.1	4,641	18.3	1,970	16.9
ASIAN	2,637	8.7	2,160	8.5	855	7.3
AMERICAN INDIAN	80	0.3	58	0.2	46	0.4
FILIPINO	1,563	5.2	1,299	5.1	438	3.7
PACIFIC ISLANDER	162	0.5	133	0.5	51	0.4
OTHER MINORITIES	1,131	3.7	1,017	4.0	241	2.1
WOMEN	14,628	48.4	11,300	44.5	6,347	54.3
WOMEN IN NON-CLERICAL OCCUPATIONS	8,927	29.5	7,208	28.4	4,092	35.5
DISABLED	1,360	4.5	972	3.8	839	7.2

1/ Depicts the number and percentage of new hires, rehires and transfers. These percentages show the combined appointment rates for individuals who were hired from outside the state civil service and those who transferred within the state work force.

2/ Depicts the number and percentages of new hires and rehires only, showing the appointment rates for individuals who were hired from outside the state civil service

**ANNUAL SALARY DISTRIBUTION OF ALL CIVIL SERVICE EMPLOYEES  
BY GENDER AND RACIAL/ETHNIC GROUP WITHIN SALARY INCREMENT  
AS OF JUNE 30,1998 AND JUNE 30,1999**

<b>SALARY</b>	<b>AS OF JUNE 30</b>	<b>TOTAL #</b>	<b>MALE %</b>	<b>FEMALE %</b>	<b>WHITE %</b>	<b>BLACK %</b>	<b>HISPANIC %</b>	<b>ASIAN %</b>	<b>FILIPINO %</b>	<b>AM IND %</b>	<b>PAC IS %</b>	<b>OTHER %</b>
\$10,001-\$20,000	1998	9,368	39.3	60.7	52.2	12.5	21.3	7.3	2.6	0.3	0.5	3.3
	1999	9,010	40.6	59.4	52.8	11.9	21.3	6.8	2.6	0.3	0.6	3.3
\$20,001-\$30,000	1998	44,729	29.7	70.3	46.1	15.5	23.2	5.3	6.7	0.3	0.5	2.4
	1999	31,965	33.3	66.7	43.3	16.1	23.4	5.8	7.8	0.3	0.5	2.8
\$30,001-\$40,000	1998	44,555	49.3	50.7	55.6	11.7	20.3	4.8	4.7	0.4	0.4	2.1
	1999	47,966	38.9	61.1	53	12	20.6	5.7	5.6	0.4	0.5	2.2
\$40,001-\$50,000	1998	48,940	62.5	37.5	60.4	10.5	17.3	5.3	3.8	0.3	0.4	2
	1999	43,011	61.8	38.2	58.6	9.7	18.4	6	4.4	0.3	0.4	2.2
\$50,001-\$60,000	1998	31,468	68.1	31.9	62.1	9.2	12.7	10.2	2.8	0.2	0.3	2.4
	1998	49,095	65.6	34.4	60.3	10.2	15.4	8.3	2.9	0.3	0.3	2.3
\$60,001-\$70,000	1998	7,610	72.4	27.6	70.5	7	9.9	9	1.2	0.2	0.2	2.0
	1998	11,182	72.5	27.5	65.9	9.8	11.8	8.5	1.5	0.2	0.2	2.2
\$70,001-\$80,000	1998	2,624	72.7	27.3	71.6	8.4	10.1	6.5	0.9	0.4	0.3	1.8
	1998	3,996	70.6	29.4	69.2	9.5	11	7	0.8	0.3	0.3	2
\$80,001-\$90,000	1998	2,017.0	66.5	33.5	76.1	6.2	8.5	6.6	1	0.00	0.1	1.4
	1998	1,582	65.5	34.5	77.9	6.3	8.4	4.9	1.1	0.1	0.2	1.2
\$90,001-\$100,000	1998	908	77.5	22.5	76.5	5.4	5.2	9.1	2.1	0.0	0	1.7
	1998	1,536	71.2	28.8	77.9	5.6	7.3	7	0.9	0.0	0.0	1.2
\$100,000+	1998	933	78.9	21.1	62.0	4.6	2.9	19.6	8.1	0.0	0.0	2.8
	1999	1,282	79.8	20.2	61.2	5.1	3.8	19.2	7.6	0.0	0.0	3.1
TOTAL 1998 #		193,153	101,188	91,964	109,454	22,315	35,123	12,243	8,305	604	746	4,362
TOTAL 1998 %		100.0	52.4	47.6	56.7	11.6	18.2	6.3	4.3	0.3	0.4	2.3
TOTAL 1999 #		200,625	105,797	94,828	112,184	22,867	36,789	13,538	9,117	606	791	4,733
TOTAL 1999 %		100.0	52.9	47.3	55.9	11.4	18.3	6.7	4.5	0.3	0.4	2.4

Percents are based on total for each salary increment for the year.

Percents may not add up to 100.00 due to rounding.

## 1998-99 GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

No approved goals for shaded departments.

Agency	Department	Afr Amer/Black		Hispanics		Asians		Filipino		American Indian		Pacific Islander		Women		Total		Employees Dept/Agency	% Under in Depts Rev'd
		# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under		
B, T, & H	Alcohol Bev Control															0	0	419	0.0%
B, T, & H	Banking	Abolished 6/30/97																	
B, T, & H	Corporations													1	9	1	9	439	2.1%
B, T, & H	Financial Institutions													1	26	1	26	188	13.8%
B, T, & H	Highway Patrol	2	257	2	32	2	32			1	47			1	438	8	806	9,643	8.4%
B, T, & H	Hous & Comm Develop					1	13									1	13	407	3.2%
B, T, & H	Housing Fin Agency															0	0	163	0.0%
B, T, & H	Motor Vehicles	1	18	1	7	5	175	1	8	3	34					11	242	8,866	2.7%
B, T, & H	Real Estate															0	0	287	0.0%
B, T, & H	Teale Data Center							1	6					1	7	2	13	345	3.8%
B, T, & H	Transportation	4	50	18	937	7	78	1	6	3	11	1	26	8	201	42	1,309	17,223	7.6%
<b>Subtotal:</b>		<b>7</b>	<b>325</b>	<b>21</b>	<b>976</b>	<b>15</b>	<b>298</b>	<b>3</b>	<b>20</b>	<b>7</b>	<b>92</b>	<b>1</b>	<b>26</b>	<b>12</b>	<b>681</b>	<b>66</b>	<b>2,418</b>	<b>37,980</b>	<b>6.4%</b>

Env Prot	Air Resources Board					1	6							1	7	2	13	958	1.4%
Env Prot	Env Hlth Hazard Asmnt															0	0	105	0.0%
Env Prot	Integ Waste Mgmt Bd															0	0	349	0.0%
Env Prot	Pesticide Regulation															0	0	344	0.0%
Env Prot	Toxic Sub Control															0	0	916	0.0%
<b>Subtotal:</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>13</b>	<b>2,672</b>	<b>0.5%</b>

H & W	Aging															0	0	115	0.0%
H & W	Alcohol & Drug Progs															0	0	287	0.0%
H & W	Developmental Services	10	192	8	87	9	219			2	16					29	514	7,418	6.9%
H & W	Employ Develop Dept	3	40			2	19	4	33	1	10			2	49	12	151	9,980	1.5%
H & W	H & W Agency Data Ctr							1	4							1	4	389	1.0%
H & W	Health Services			1	5	3	62	2	13					2	28	8	108	5,089	2.1%
H & W	Mental Health	1	27	8	111	5	64							2	28	16	230	7,412	3.1%
H & W	Rehabilitation					1	6			1	10					2	16	2,136	0.7%
H & W	Social Services			4	38											4	38	4,099	0.9%
H & W	Stwd Hlth Plan & Dev															0	0	343	0.0%
H & W	Unemploy Ins App Bd					1	6									1	6	517	1.2%
<b>Subtotal:</b>		<b>14</b>	<b>259</b>	<b>21</b>	<b>241</b>	<b>21</b>	<b>376</b>	<b>7</b>	<b>50</b>	<b>4</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>105</b>	<b>73</b>	<b>1,067</b>	<b>37,785</b>	<b>2.8%</b>



## 1998-99 GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

No approved goals for shaded departments.

\* No goals due to staff reductions.

Agency	Department	Afr Amer/Black		Hispanics		Asians		Filipino		American Indian		Pacific Islander		Women		Total		Employees Dept/Agency	% Under in Depts Rev'd
		# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under		
Resources	Boating & Waterways															0	0	77	0.0%
Resources	Coastal Commission															0	0	129	0.0%
Resources	Conservation Corps									1	8					1	8	434	1.8%
Resources	Conservation													1	6	1	6	523	1.1%
Resources	Energy Commission					1	19									1	19	428	4.4%
Resources	Fish & Game	1	29	1	96	4	52	2	17					3	123	11	317	2,435	13.0%
Resources	Forestry	1	102	2	34					1	22			1	12	5	170	3,921	4.3%
Resources	Parks & Recreation	4	63	4	199	1	60	1	13					3	66	13	401	3,751	10.7%
Resources	Water Res Control Bd							1	10							1	10	1,120	0.9%
Resources	Water Resources			2	27					1	12			2	17	5	56	2,718	2.1%
<b>Subtotal:</b>		<b>6</b>	<b>194</b>	<b>9</b>	<b>356</b>	<b>6</b>	<b>131</b>	<b>4</b>	<b>40</b>	<b>3</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>224</b>	<b>38</b>	<b>987</b>	<b>15,536</b>	<b>6.4%</b>

S & C Svs	Consumer Affairs			1	12	1	19	1	6							3	37	3,863	1.0%
S & C Svs	Fair Employ & Housing															0	0	265	0.0%
S & C Svs	Franchise Tax Board	2	39			3	78	3	27	1	7					9	151	6,353	2.4%
S & C Svs	General Services	1	8	4	62	1	14	1	6	1	5			5	71	13	166	3,572	4.6%
S & C Svs	Mus of Sci & Industry															0	0	123	0.0%
S & C Svs	Personnel Board															0	0	264	0.0%
S & C Svs	Pub Employ Ret Syst															0	0	1,123	0.0%
S & C Svs	Teachers Retire System															0	0	436	0.0%
<b>Subtotal:</b>		<b>3</b>	<b>47</b>	<b>5</b>	<b>74</b>	<b>5</b>	<b>111</b>	<b>5</b>	<b>39</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>71</b>	<b>25</b>	<b>354</b>	<b>15,999</b>	<b>2.2%</b>

Tr & C Ag	<b>Subtotal:</b>															<b>0</b>	<b>0</b>	<b>216</b>	<b>0.0%</b>
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Y & A Cor	Corrections	2	26	13	259	14	522	2	11	4	181			15	1,478	50	2,477	42,282	5.9%
Y & A Cor	Prison Industries Auth															0	0	693	0.0%
Y & A Cor	Prison Terms															0	0	109	0.0%
Y & A Cor	Youth Authority			1	17	4	33			2	19			6	510	13	579	5,266	11.0%
<b>Subtotal:</b>		<b>2</b>	<b>26</b>	<b>14</b>	<b>276</b>	<b>18</b>	<b>555</b>	<b>2</b>	<b>11</b>	<b>6</b>	<b>200</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>1,988</b>	<b>63</b>	<b>3,056</b>	<b>48,350</b>	<b>6.3%</b>

None	Board of Control															0	0	307	0.0%
None	C Pr Postsec & Voc Ed	Abolished 6/30/97																	
None	Community Colleges															0	0	172	0.0%

None	Comp Insurance Fund	* (1)	6	* (1)	5	* (2)	45								* (4)	56	5,754	1.0%
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## 1998-99 GOALS FOR TARGETED MINORITIES AND WOMEN USING RELEVANT LABOR FORCE DATA COMPARISONS

No approved goals for shaded departments.

\* No goals due to staff reductions.

Agency	Department	Afr Amer/Black		Hispanics		Asians		Filipino		American Indian		Pacific Islander		Women		Total		Employees	% Under in
		# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	# Goals	# Under	Dept/Agency	Depts Rev'd
None	Controller's Office	1	6			1	5							1	50	3	61	1,103	5.5%
None	Comm Services & Dev															0	0	105	0.0%
None	Crim Justice Planning															0	0	103	0.0%
None	Education			1	9	1	6									2	15	1,960	0.8%
None	Emergency Services			1	9	1	5							2	71	4	85	614	13.8%
None	Equalization	1	29							3	14			3	307	7	350	3,826	9.1%
None	Expo & State Fair													1	8	1	8	444	1.8%
None	Fair Polit Pract Comm															0	0	71	0.0%
None	Finance															0	0	326	0.0%
None	Food & Agriculture	1	31											3	104	4	135	1,723	7.8%
None	Horse Racing Board															0	0	54	0.0%
None	Industrial Relations					1	17							4	111	5	128	2,309	5.5%
None	Insurance	1	5	1	5									1	19	3	29	917	3.2%
None	Justice	2	32	5	53			1	7							8	92	4,267	2.2%
None	Leg Counsel Bureau															0	0	581	0.0%
None	Lottery	*	6													*	6	756	0.8%
None	Military															0	0	219	0.0%
None	Peace Off Stds & Trning															0	0	107	0.0%
None	Personnel Admin															0	0	226	0.0%
None	Public Defender															0	0	105	0.0%
None	Pub Utilities Comm													2	24	2	24	738	3.3%
None	Secretary of State															0	0	410	0.0%
None	State Audits Bureau													1	13	1	13	114	11.4%
None	State Lands Comm															0	0	184	0.0%
None	State Library															0	0	196	0.0%
None	Student Aid Comm															0	0	315	0.0%
None	Teacher Credentialing															0	0	146	0.0%
None	Treasurer															0	0	226	0.0%
None	Veterans Affairs	3	29	1	10	5	60									9	99	1,421	7.0%
Subtotal:		9	144	9	91	9	138	1	7	3	14	0	0	18	707	49	1,101	29,799	3.7%

<b>TOTAL:</b>	<b>41</b>	<b>995</b>	<b>79</b>	<b>2,014</b>	<b>75</b>	<b>1,615</b>	<b>22</b>	<b>167</b>	<b>25</b>	<b>396</b>	<b>1</b>	<b>26</b>	<b>73</b>	<b>3,783</b>	<b>316</b>	<b>8,996</b>	<b>188,337</b>	<b>4.8%</b>
	0.53%		1.07%		0.86%		0.09%		0.21%		0.01%		2.01%		4.78%			

**% Consistent with RLF: 95.2%**

## **LAWS WHICH DISCRIMINATE OR HAVE THE EFFECT OF DISCRIMINATION**

The following laws tend to have a discriminatory impact, as noted, on employment opportunities in the state civil service:

### **PREFERENTIAL EMPLOYMENT POINTS**

1. Government Code Sections 18971-18974.5 provide for the addition of preference points to the examination scores of military veterans in certain types of civil service examinations. Men receive these preference points at a disproportionate rate when compared to women. The effect is that men are placed in higher ranks on the eligible list, often precluding an employment opportunity for women.
2. Government Code Section 18954 awards seniority points in examinations for California Highway Patrol law enforcement classifications. An additional one-quarter point is added to a competitor's score for each year of service in the classification next lower to that for which the examination is given. Because women were precluded from appointment as a member of the California Highway Patrol until 1974, the awarding of seniority points tends to diminish their opportunity for appointment to the higher ranks.
3. Government Code Section 18951.5 provides for the addition of three points (career credits) to a competitor's examination score based on service in the California Conservation Corps for one year, or in the California Department of Forestry and Fire Prevention as a seasonal, limited-term or permanent intermittent employee in an entry-level fire suppression classification. These preference points tend to disadvantage minority, women and disabled candidates who do not qualify for career credits by placing them in the lower ranks of civil service employment lists.

# 14 MAJOR JOB CATEGORIES - CLASSIFICATION EXAMPLES

## JOB CATEGORY & DESCRIPTION

### **AGRICULTURE AND CONSERVATION:**

Agriculture Administration, Standardization and Inspection, Compliance, Dairy Industry, Agriculture Economics, Animal Industry, Plant Industry, Environmental Specialists, Food Production, Horticulture, Fish and Game, Parks and Recreation, Forest Protection

### **OFFICE AND ALLIED SERVICES:**

General Office Services, Typing, Stenography and Secretarial, Payroll, Personnel-Clerical, Machine Operations, Storekeeping, Communications, Fiscal-Clerical, Miscellaneous Office Services and Allied

### **CUSTODIAN AND DOMESTIC SERVICES:**

Custodial and Protective, Personal Services, Laundry Services, Food Services

### **EDUCATION AND LIBRARY:**

Teaching, Education and Administration, Arts, Library

### **ENGINEERING AND ALLIED SERVICES:**

Engineering-Technical, Civil Engineering, Valuation and Utilities Engineering, Mechanical and Electrical Engineering, Mining, Petroleum and Geology, Public Health and Safety Engineering, Architecture

### **FISCAL, MANAGEMENT AND STAFF SERVICES:**

Financial, General Administrative Services, Institution Administrative Services, Administrative Assistance, Health Administration, Business and Office Management, Materials Acquisition Services, Property Appraisal and Acquisition, Personnel, Management and Budget Analysis, Electronic Data Processing, Actuarial, Research and Statistics, Public Relations, Public Information, Exposition, Student Employment

### **LEGAL:**

General Legal, Attorney General, Legislative, Departmental Legal Staffs, Hearing Officers and Referees

## CLASSIFICATION EXAMPLES

Agricultural Inspector, Veterinary Medical Officer, Dairy Foods Specialist, Plant Quarantine Inspector, Environmental Research Scientist, list Waste Management Specialist, Groundskeeper, Fish Culturalist, Fish & Wildlife Assistant, State Park Ranger, Lifeguard, Forester, Fire Apparatus Engineer, Fire Fighter

Office Services Manager/Supervisor, Office Technician Typing/General, Office Assistant Typing/General, Tax Program Assistant, Seasonal Clerk, Word Processing Technician, Hearing Reporter, Secretary, Examination Proctor, Key Data Operator, Account Clerk, Health Record Technician, Motor Vehicle Field Representative

Security Guard, Janitor, Seamer, Laundry Worker, Public Health Nutrition Consultant, Clinical Dietitian, Supervising Cook, Food Service Worker

Teacher, Vocational Instructor, Education Program Consultant, Special Education Consultant, Institution Artist/Facilitator, Librarian

Delineator, Graphic Artist, Land Surveyor, Transportation Engineer/Civil, Water Resources Engineer, Structural Engineer, Utilities Engineer, Electrical Engineer, Telecommunication Engineer, Engineering Geologist, Sanitary Engineer, Air Resources Engineer

Auditor, Bank Examiner, Business Tax Representative, Accountant, Environmental Planner, Transportation Planner, Staff Services Manager, Staff Services Analyst, Associate Governmental Program Analyst, Legal Analyst, Disability Evaluation Analyst, Business Services Officer, Right of Way Agent, Property Agent, Associate Personnel Analyst, Expert Examiner, Associate Management Auditor, Associate Budget Analyst, Data Processing Manager, System Software Specialist, Information Systems Analyst, Computer Operator, Research Analyst

Legal Counsel, Staff Counsel, Tax Counsel, Deputy Attorney General, Administrative Law Judge, Hearing Officer

## **JOB CATEGORY & DESCRIPTION**

## **CLASSIFICATION EXAMPLES**

### **MECHANICAL AND CONSTRUCTION TRADES:**

General Labor, Water Resources, Road Construction and Maintenance, Mechanical Equipment Operations, Hydroelectric Maintenance and Operation, General Building Trades, Building and Grounds, Miscellaneous Equipment Construction, Marine Trades, Institutional Industries, Printing Trades

Laborer, Painter, Carpenter, Building Maintenance Worker, Caltrans Highway/Landscape Maintenance Worker, Warehouse Worker, Caltrans Equipment Operator, Auto Equipment Operator, Maintenance Mechanic, Stationary Engineer, Park Maintenance Worker, Commercial Vehicle Inspector, Automobile Mechanic

### **MEDICINE AND ALLIED SERVICES:**

Institution and Medicine, Public Health Medicine, Medical Examining, Dentistry, Project Research, Medical Subsidiary, Chemistry, Nursing Service, Special Therapeutic, Health Treatment, Health Education

Psychiatrist, Physician & Surgeon, Medical Consultant, Dentist, Public Health Microbiologist, Pharmacist, Health Facilities Evaluator Nurse, Public Health Chemist, Registered Nurse, Psychiatric Technician, Licensed Vocational Nurse, Hospital Worker, Rehabilitation Therapist

### **STATE EMERGENCY DISASTER PROGRAM:**

Planning, Emergency Law Enforcement, Emergency Fire and Rescue

Emergency Services Coordinator/OES, Disaster Worker Clerical Services, Disaster Worker Specialty Services, Disaster Worker Staff Services

### **REGULATORY AND PUBLIC SAFETY:**

Police and Law Enforcement, Criminal Identification and Investigation, Special Investigator, Field Representation, Inspection

Officer/CHP, Fish & Game Warden, Hospital Peace Officer, State Fair Police Officer, Criminal ID Specialist, Special Agent, Special Investigator, Fraud Investigator, Manager DMV, Motor Vehicle Field Representative

### **SOCIAL SECURITY AND REHABILITATION:**

Employment Security, Insurance, Social Services, Employment Relations, Correctional and Group Supervision (Institution), Parole, Rehabilitation

Employment Program Representative, Workers Compensation Insurance Representative, Licensing Program Analyst, Youth Counselor, Parole Agent, Correctional Officer, Group Supervisor, Medical Technical Assistant, Vocational Rehabilitation Counselor

### **BROAD BAND:**

Positions classified by levels of job performance and competency necessary to perform the work

Career Supervisor Assignment, Career Manager Assignment, Personnel Management Analyst, Personnel Management Technician

Career Executive Assignment

### **C.E.A. CLASSIFICATIONS:**

High administrative and policy influencing positions